

Security and Suitability Issues: Prior to entry on duty, all interns undergo a suitability determination based on information provided in their security forms, a credit report, and fingerprint check. This process can take two to three months to complete. The Office of Attorney Recruitment and Management (OARM) can advise candidates who receive offers of employment on issues regarding potential suitability problems. Information on who to contact is included in the formal offer letter.

Drug Testing: It is the policy of the Department to achieve a drug-free workplace, and persons selected for compensated internships will be required to pass a drug test to screen for current illegal drug use prior to final appointment. Drug testing for volunteer internships may be required at the discretion of the employing office.

Withdrawal of An Offer of Employment: The Department can withdraw an offer of employment if the suitability inquiry reveals information that precludes a security and/or suitability clearance. Common problems that arise in background investigations that may result in the withdrawal of an offer include a history of unlawful use of drugs, failure to fulfill tax obligations, failure to comply with financial obligations, abuse of alcohol, or misrepresentation on the security forms.

Residency and Citizenship Requirements:

Compensated Internships: The Department of Justice coordinates with the U.S. Department of State to identify the countries whose citizens may lawfully be employed by a U.S. federal agency. Only U.S. citizens are eligible for internships with the Executive Office for Immigration Review, the U.S. Trustee's Offices, and the Federal Bureau of Investigation. Positions at U.S. Attorney's Offices are restricted to U.S. citizens and individuals who owe permanent allegiance to the United States (currently, natives of American Samoa, Swains Island, and certain inhabitants of the Commonwealth of the Northern Mariana Islands.) Dual citizens of the United States and another country are considered on a case-by-case basis. Non-U.S. citizens may apply for employment with other Department components, but appointments are extremely rare; an appointment would be possible only if necessary to accomplish the Department's mission and would be subject to statutory restrictions on the expenditure of funds and strict security requirements.

Compensated interns are subject to a residency requirement. Any candidate who has lived outside the United States for two of the past five years may have difficulty being approved for appointment by the Department's Security Staff. Federal or military employees, or dependents of federal or military employees serving overseas, are excepted from this requirement.

Volunteer Internships: Only U.S. citizens are eligible for internships with the Executive Office for Immigration Review, the U.S. Trustee's Offices, and the Federal Bureau of Investigation. Positions at U.S. Attorney's Offices are restricted to U.S. citizens and individuals who owe permanent allegiance to the United States (currently, natives of American Samoa, Swains Island, and certain inhabitants of the Commonwealth of the Northern Mariana Islands.) Dual citizens of the United States and another country are considered on a case-by-case basis. Non-U.S. citizens may apply for volunteer internships with other Department components, but appointments are extremely rare; an appointment would be possible only if necessary to accomplish the Department's mission and would be subject to strict security requirements.